

## 6342.0.80.002 - Flexible Working Arrangements in Queensland, Oct 2010

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## Summary

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This publication will allow analysis on how people used flexible working arrangements in the 12 months prior to October 2010.



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People aged 15-24 years did not use flexible working arrangements as often as older colleagues.



#### **Flexible Working Arrangements**

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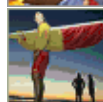
1.1 million Queensland employees used some form of flexible working arrangements in their main job.



#### **Work Preferences**

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People aged 15-24 preferred to work more hours than they usually did.



#### **Volunteering**

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35-44 year olds had the highest proportion of people who provided care for children.

## In this issue

### NOTES

#### ABOUT THIS PUBLICATION

This publication contains results from the 2010 state supplementary survey, Flexible Working Arrangements in Queensland, which was conducted in October 2010. Information was collected about people's basic demographics, use of flexible working arrangements and work preferences, caring and volunteering activities. This will allow analysis on how people use flexible working arrangements to manage caring and volunteering responsibilities.

Information collected in this survey reflects activity in the 12 months prior to October 2010.

#### ABOUT THE SURVEY

The survey was conducted as a supplement to the ABS Monthly Population Survey. Data items were collected from any responsible adult (ARA) in the household who was asked to respond on behalf of all eligible household members. Please refer to the Explanatory Notes for further details about this survey.

## **INQUIRIES**

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070.

## **Introduction**



### **INTRODUCTION**

#### **INTRODUCTION**

This publication presents key findings from the survey of Flexible Working Arrangements in Queensland which was conducted in October 2010. The main variables collected about flexible working arrangements are analysed in relationship to a range of demographic information. Information was collected about caring, volunteering, and work preferences and these variables are considered in terms of the demographic information collected. More detailed information, to allow analysts to conduct more in-depth exploration of the survey data, is available in the associated data cubes that were released at the same time as this publication.

The main focus of this survey was to provide information to allow analysis of how employed people used their flexible working arrangements to manage their caring and volunteering responsibilities. The data reported in this publication provides a unique combination of data on workforce participation, workplace flexibility, caring responsibilities and volunteering from a single source.

The results from this survey will provide information for government agencies in developing and assessing progress on policies related to addressing the needs of a changing labour force. The information collected will also allow Queensland Government to consider progress in some areas of its state plan, Toward Q2: Tomorrow's Queensland 2020.

#### **SURVEY SCOPE AND DISTRIBUTION OF RESPONDENTS BY LABOUR FORCE STATUS**

The scope of the Flexible Working Arrangements in Queensland survey was restricted to people aged 15 years and over who were usual residents of private dwellings. The survey was run as a supplement to the Labour Force Survey and standard labour force exclusions in coverage apply. There were also specific exclusions for the Flexible Working Arrangements in Queensland to ensure the survey scope met client needs.

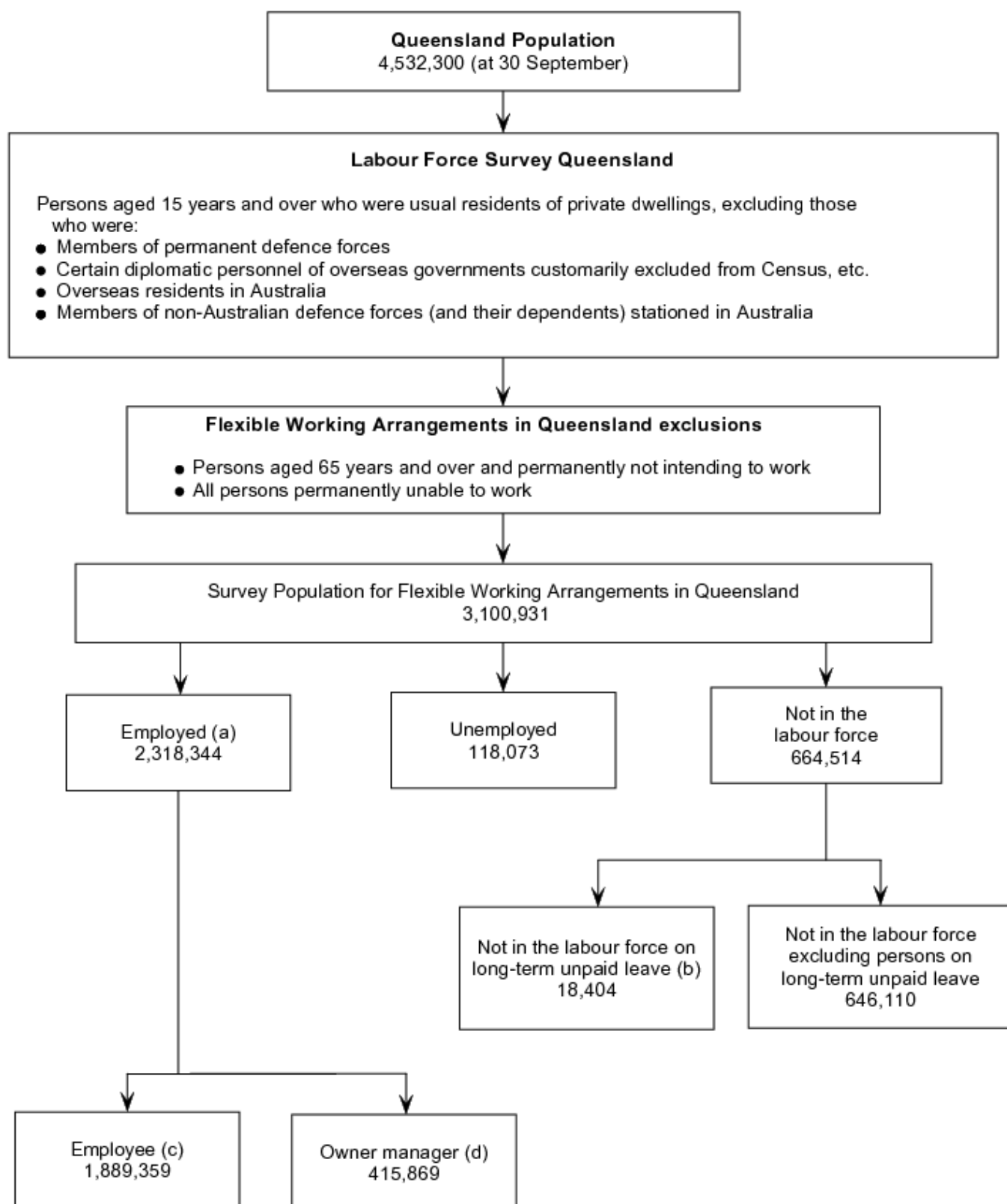
In the Flexible Working Arrangements in Queensland survey, a reduced module was used to ascertain employment type than is used in the Labour Force Survey. As a result the data contained in this publication may differ from the Labour Force Survey. In addition, the employed total (as shown in the diagram below) includes respondents whose employment type was not determined.

The following diagram shows the population represented by the Flexible Working Arrangements in Queensland survey and how this is distributed among the standard labour force status groups.

### **THE DISTRIBUTION OF THE SURVEY POPULATION BY AGE GROUP AND SEX**

Those people who were permanently unable to work and those who were 65 years of age and over and never intended to return to work were excluded from the survey. The reason for this is that the focus of the survey was on flexible working arrangements and how workers used their flexible working arrangements to manage their caring and volunteering responsibilities.

### **DIAGRAM 1: THE DISTRIBUTION OF THE SURVEY POPULATION BY LABOUR FORCE STATUS: Queensland, 2010**



(a) Employed total includes 13,113 respondents whose employment type was not determined.

(b) Those on long-term unpaid leave were people who, at the time of the survey, had been away from their job for 4 weeks or more and who were not being paid for any part of that absence.

(c) Excluding owner managers of incorporated enterprises.

(d) Including owner managers of both incorporated and unincorporated enterprises.

## USE OF THE TERM SIGNIFICANT

Where the term significant has been used to describe a relationship between data items, a significance test at the 95% confidence level has been applied. This test provides evidence that a

difference between two survey estimates reflects an actual difference in the population. Further explanation of the significance test and the mathematical equation can be found within the technical note of this publication.

## Summary of Findings



### SUMMARY OF FINDINGS

#### SUMMARY OF FINDINGS

##### FLEXIBLE WORKING ARRANGEMENTS

For those in scope for this module, in the 12 months prior to October 2010:

- an estimated 1,105,439 (58%) used some form of flexible working arrangement;
- the most frequently used flexible working arrangement was choosing when to take annual leave with nearly half (49%) making use of this arrangement;
- those aged 15-24 years did not use flexible working arrangements as often as their older colleagues, with 64% of those aged 15-24 years not using any flexible working arrangements.

##### WORK PREFERENCES

For those in scope for this module, in the 12 months prior to October 2010:

- an estimated 267,194 (14%) would have preferred to work more hours than they usually worked;
- an estimated 475,991 (25%) would have preferred to work fewer hours than they normally did;
- financial reasons were the main driving force for wanting to work more hours;
- lifestyle reasons were the main driver for wanting to work fewer hours;
- families with a single adult i.e. one parent families and lone person households have consistently higher proportions who would have preferred to work more hours when compared to couple families with the same profile of children in the household.

##### VOLUNTEERING

For those in scope for this module, in the 12 months prior to October 2010:

- an estimated 663,353 (21%) participated in unpaid voluntary work;
- females were more likely to volunteer (25%) than males (18%);
- fundraising was the most common volunteer activity undertaken;
- where sector of employment could be established, those in the government sector were significantly more likely to have volunteered (26%) than those in the private sector (18%).

##### CARING

For those in scope for this module, in the 12 months prior to October 2010:

- an estimated 1,246,829 (40%) provided care for at least one child aged 0 -14 years;
- an estimated 580,546 (19%) provided care for at least one person aged 15 years and over;
- an estimated 306,396 (10%) provided care for at least one person aged 15 years and over and one child aged 0 -14 years;
- those not in the labour force who were on long-term unpaid leave reported the highest proportion who provided care for children (68%) and the highest proportion who provided care for adults (22%).

## Flexible Working Arrangements



### FLEXIBLE WORKING ARRANGEMENTS

#### INTRODUCTION

##### Why the information was collected

Information on flexible working arrangements was collected in the survey to assist the understanding of how people use flexible working arrangements to help manage volunteering and caring responsibilities.

##### What information was collected?

Respondents were asked which of a nominated set of flexible working arrangements, if any, they had used in their main job in the 12 months prior to October 2010. Those who had used at least one flexible arrangement were then asked about the reasons why they had made use of flexible working arrangements.

Respondents were asked about whether they had moved house for employment reasons in the last 2 years, whether they had used formal or informal childcare and whether they had had to arrange emergency child care in the 12 months prior to October 2010 for employment reasons.

##### Who was asked?

The survey asked questions about flexible working arrangements of respondents in the employed population. It excluded owner managers and included the not in the labour force on long-term unpaid leave population as shown in Diagram 1: The Distribution of the Survey Population by Labour Force Status: Queensland, 2010, in the main features section.

##### Where to find the information

Information is presented below on flexible working arrangements analysed by age, sex, part-time/full-time employment type, marital status, household/family type, sector of employment, industry and occupation and the reasons people used flexible working arrangements.

The underlying data, percentages and relative standard errors (RSEs) for the information presented in this publication can be found in the accompanying data cubes.

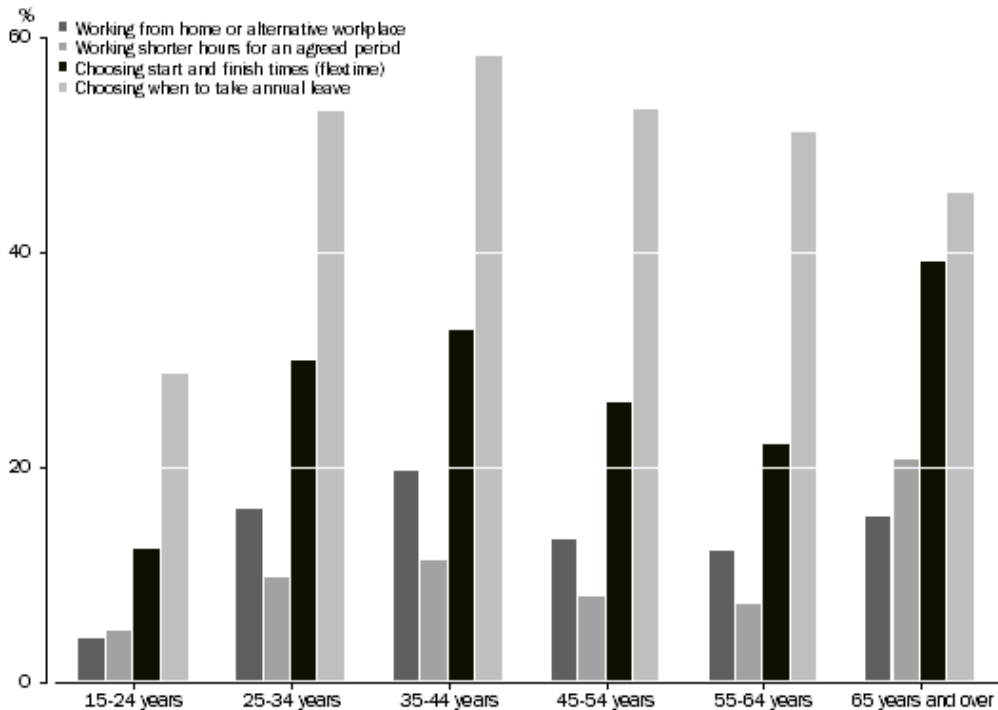
Data relating to whether respondents had moved house for employment reasons in the last 2 years, whether they had used formal or informal childcare and whether they had to arrange emergency child care in the 12 months prior to October 2010 for employment reasons are also available in the accompanying data cubes.

KEY FINDINGS

Flexible working arrangements and age

There are differences in the use of flexible working arrangements between age groups. People aged 15-24 years used a lower proportion of flexible working arrangements than their older colleagues, 64% of those aged 15-24 years reported they had not used any flexible working arrangements in the 12 months prior to October 2010. For all arrangements the proportion of those aged 15-24 years who used flexible working arrangements was about half that of those aged over 25 years.

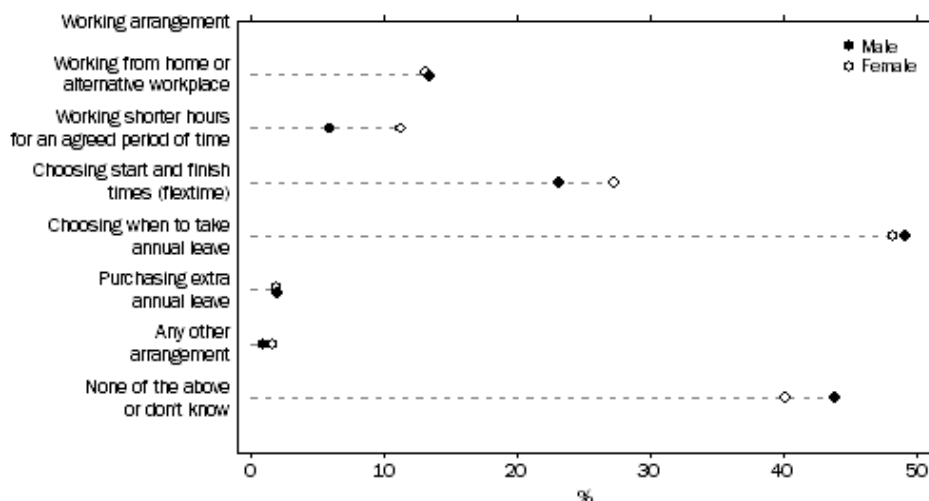
USE OF SELECTED FLEXIBLE WORKING ARRANGEMENTS, By age groups - Queensland - 2010



Flexible working arrangements and sex

On the whole there were minor differences in the use of flexible working arrangements between sexes, with 44% of males and 40% of females not making use of any flexible working arrangements in the 12 months prior to October 2010. Females did however report almost twice the use of 'Working shorter hours for an agreed period of time' (11%) than males (6%).

USE OF FLEXIBLE WORKING ARRANGEMENTS, By sex - Queensland - 2010



### Flexible working arrangements and full-time/part-time employment type

A greater proportion of part-time employees of both sexes did not use any flexible working arrangements, possibly indicating that some of the need for flexible working arrangements is met by working part-time. For both males and females, nearly twice the proportion of full-time employees had worked from home or an alternative workplace in the 12 months prior to October 2010 than part-time employees. This pattern is repeated with a higher proportion of full-time employees making use of flextime, choosing when to take annual leave and purchasing extra annual leave than their part-time counterparts.

#### USE OF FLEXIBLE WORKING ARRANGEMENTS BY LABOUR FORCE STATUS AND SEX: Queensland, 2010

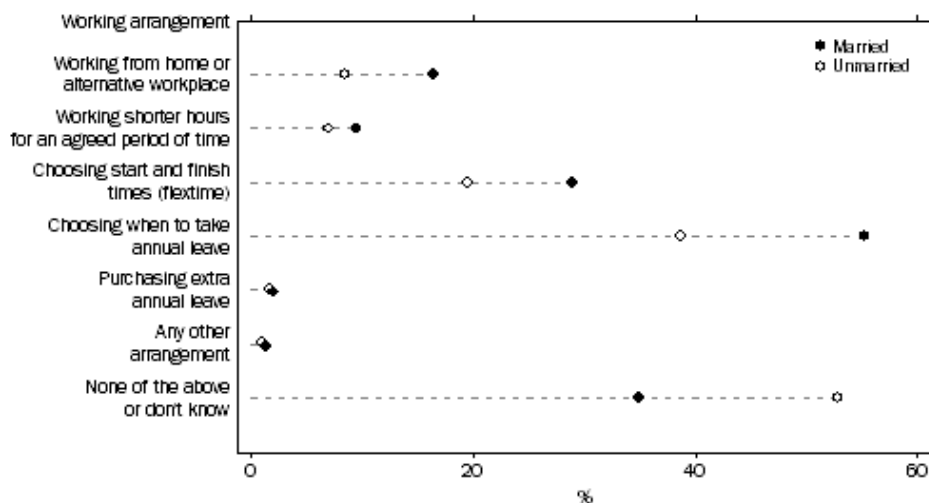
Arrangement(s) used (%)	Males			Females		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Working from home or alternative workplace	14.5	7.4	13.4	16.7	8.6	13.1
Working shorter hours for an agreed period	5.2	10.1	6.0	6.3	17.4	11.2
Choosing start and finish times (flextime)	24.4	15.6	23.0	28.3	25.7	27.1
Choosing when to take annual leave	53.4	26.8	49.2	56.0	38.2	48.0
Purchasing extra annual leave	2.0	1.8	2.0	2.4	1.1	1.8
Any other arrangement	0.6	1.2	0.7	1.5	1.7	1.6
None of the above	38.7	63.5	42.6	33.7	45.9	39.2
Don't know	1.1	2.4	1.3	1.2	1.0	1.1

### Flexible working arrangements and marital status

Both married males and married females made comparatively more use of flexible working arrangements than their unmarried counterparts, with 65% of married people compared with 47% of unmarried people using flexible working arrangements. For each group, choosing when to take annual leave was the most utilised flexible working arrangement, however married people made significantly more use of that arrangement (55%) than the unmarried (39%).

#### USE OF FLEXIBLE WORKING ARRANGEMENTS, By marital status - Queensland - 2010

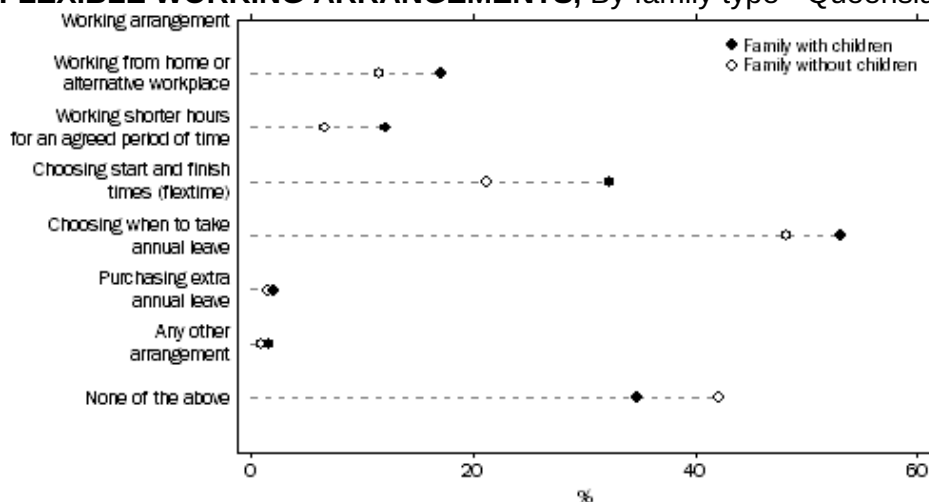




### Flexible working arrangements and household/family type

People in families with children used a higher proportion of all of the flexible working arrangements than families with no children. This perhaps reflects that people use their flexible working arrangements to help manage their family responsibilities. The largest difference was shown in the use of flextime. Nearly one-third of people in families with children used flextime (32%) compared with just over 21% of families without children used flextime.

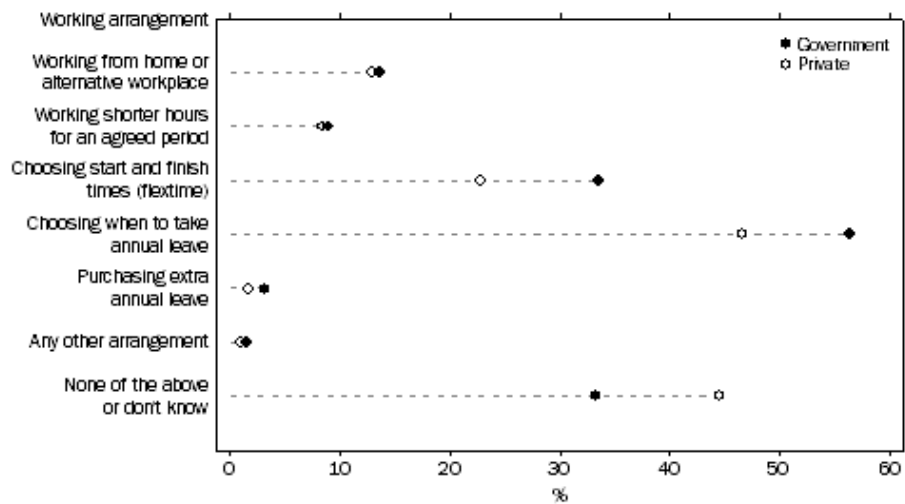
#### USE OF FLEXIBLE WORKING ARRANGEMENTS, By family type - Queensland - 2010



### Flexible working arrangements and sector of employment

People who worked in the government sector used a higher proportion of flexible working arrangements than their colleagues in the private sector, with 67% of government sector employees having used some form of flexible working arrangement in the last year compared with 56% of private sector employees. There was little difference in the use of working from home, working shorter hours or purchasing extra annual leave between those working in the private and government sectors. However, a significantly higher proportion of people working in the government sector choose their start and finish times and chose when to take annual leave than their private sector counterparts.

#### USE OF FLEXIBLE WORKING ARRANGEMENTS, By sector - Queensland - 2010

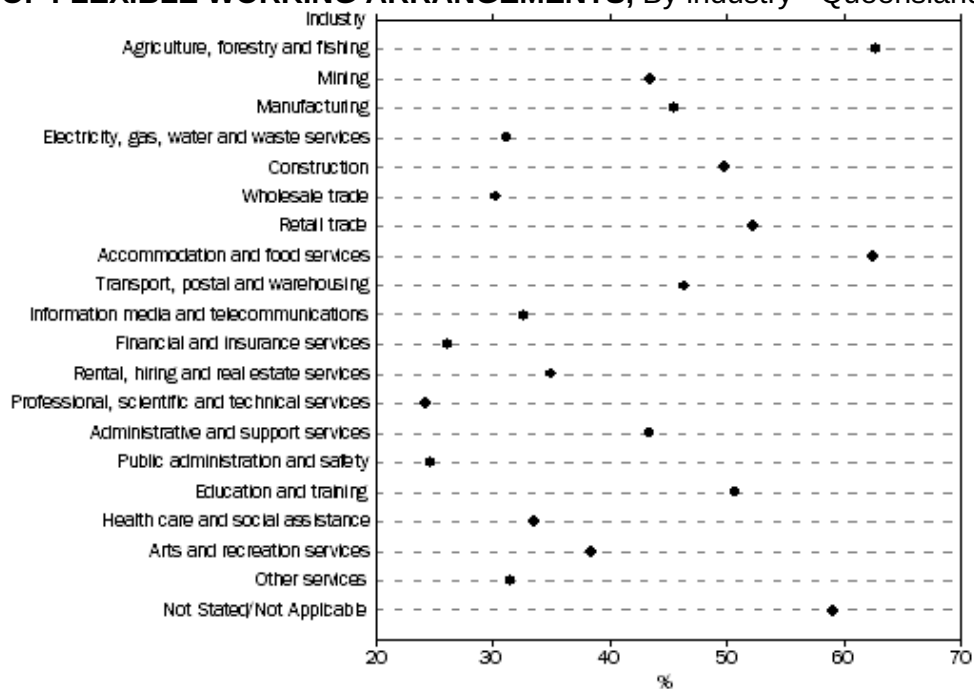


Commonwealth government employees utilised proportionally more flexible working arrangements than state and local government employees. For example, 58% of commonwealth employees used flextime compared with 33% and 30% for local and state government employees respectively. No significant differences in the use of any of the flexible working arrangements were identified between state and local government employees.

### Flexible working arrangements and industry

Differences in the use of flexible working arrangements were apparent between industries. Employees working in the agriculture, forestry and fishing industry and the accommodation and food services industry used the least flexible working arrangements with 63% of all workers in both industries reporting they had not used any flexible working arrangements in the 12 months prior to October 2010.

#### NO USE OF FLEXIBLE WORKING ARRANGEMENTS, By industry - Queensland - 2010

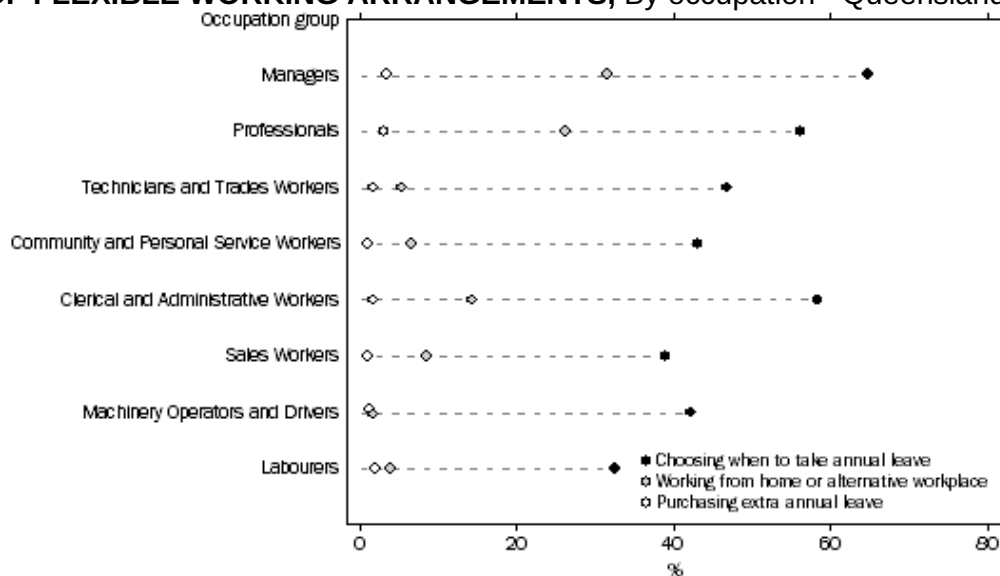


### Flexible working arrangements and occupation

There were noticeable differences between occupation groups in the use of flexible working

arrangements. Choosing when to take annual leave was the most commonly used flexible working arrangement in all occupations with proportions estimated at between 65% for managers and 33% for labourers. A higher proportion of managers worked from home or an alternate workplace than other occupations with 32% of managers working from home at some stage in the 12 months prior to October 2010. Machine operators and drivers are the least likely to work from home or an alternative work place. Purchasing extra annual leave was the least commonly used arrangement in all occupations.

#### USE OF FLEXIBLE WORKING ARRANGEMENTS, By occupation - Queensland - 2010



#### Flexible working arrangements and reasons for use

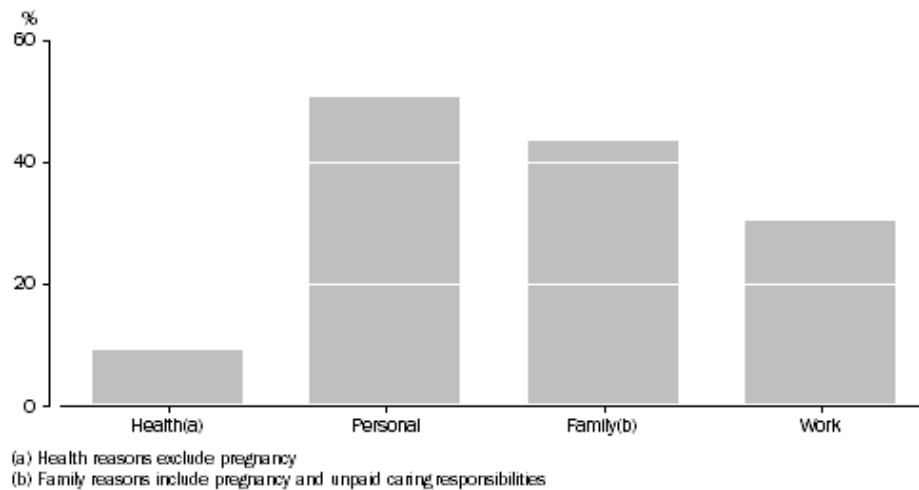
Information was collected on the reasons workers had made use of flexible working arrangements in the 12 months prior to October 2010. Possible reasons included health, pregnancy, personal, work, transport considerations, unpaid caring responsibilities, unpaid volunteering activities and any 'other' reasons. Respondents were able to nominate multiple reasons for using flexible working arrangements.

Of all reasons people made use of flexible working arrangements, personal reasons were predominant with 62% of all people who used flexible working arrangements having reported doing so for personal reasons.

An estimated 1% of people used flexible working arrangements for transportation reasons.

The estimates for people who used flexible working arrangements to allow them to meet their unpaid caring and unpaid voluntary work responsibilities were 2% and 0.1% respectively.

#### REASONS FOR WORKING FROM HOME OR ALTERNATIVE WORKPLACE, Queensland - 2010



## Work Preferences



### WORK PREFERENCES

#### INTRODUCTION

##### Why the information was collected

Data on work preferences was collected in the survey to help inform government policy on workplace practices that may increase employee participation and productivity and help decrease skill shortages.

##### What information was collected?

The survey collected data on whether people would have preferred to work more hours than they usually worked and, if not, whether they would have preferred to work fewer hours than they usually worked.

Where respondents wanted to change their hours of work, information was collected on the main reason, and all reasons, for wanting to work more or fewer hours. Information was also collected about why those who wanted to did not work more or fewer hours.

##### Who was asked?

The survey asked questions on work preferences of respondents in the employed population excluding owner managers as shown in Diagram 1: The Distribution of the Survey Population by Labour Force Status: Queensland, 2010, in the main features section.

##### Where to find the information

Information is presented below on work preferences by age, sex, part-time/full-time employment type, marital status, household/family type, sector of employment, industry and occupation. For

those people who reported preferring more or fewer hours of work, a brief analysis is provided as to the reasons why they had this preference and the reasons why they had not changed their hours of work.

The underlying data, percentages and RSEs for the information presented in this publication can be found in the accompanying data cubes.

## KEY FINDINGS

### Work preferences and age

People aged 15-24 years were the group which had the highest proportion who would have preferred to work more hours than they usually did (23%). This was also the group with the lowest proportion of people who would have preferred to work fewer hours (9%). Those aged 55-64 years reported the highest proportion of people who would have preferred to work fewer hours (33%). Those aged 65 years and over had the highest proportion of people who would have preferred the same hours of work (78%).

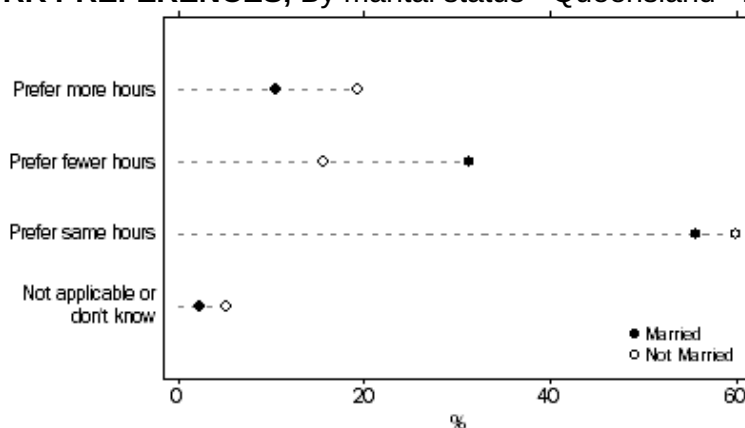
### Work preferences and sex

There were no differences in work preferences between the sexes. The proportions of people who would have preferred to have worked the same hours of work (57%), more hours of work (25%) and fewer hours of work (14%) were the same for both males and females.

### Work preferences and marital status

A higher proportion of people who were not married would have preferred to work more hours (19%) compared with people who were married (11%). Conversely, a higher proportion of people who were married indicated they would have preferred to work fewer hours (31%) compared with people who were not married (16%).

**WORK PREFERENCES, By marital status - Queensland - 2010**



### Work preferences and household/family type

The household/family type with the highest proportion of people who would have preferred to work more hours was one parent families with dependent children and/or dependent students (26%).

The household/family types with the highest proportions of people who would have preferred to

work fewer hours were couple families with no children (32%), couple families with dependent children and/or dependent students (26%) and people living in lone person households (26%).

Families with a single adult i.e. one parent families and lone person households, had consistently higher proportions of people who would have preferred to work more hours when compared to couple families with the same profile of children in the household.

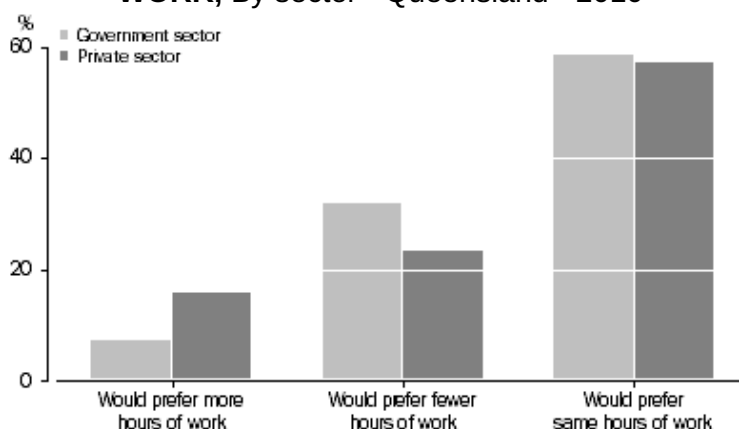
### Work preferences and full-time/part-time employment type

A higher proportion of part-time workers would have preferred to work more hours (26%) than full-time workers (9%).

### Work preferences and sector of employment

A higher proportion of people in the government sector would have preferred to work fewer hours (31%) than the proportion of people in the private sector (23%). Conversely, a higher proportion of people in the private sector (16%) would have preferred more hours of work than people in the government sector (8%).

**PROPORTION OF PEOPLE WHO WOULD PREFER MORE, FEWER OR SAME HOURS OF WORK, By sector - Queensland - 2010**



### Work preferences and industry

Analysis of work preferences by industry showed that the accommodation and food services industry had the highest proportion of workers who would have preferred more hours of work (26%).

The industry with the highest proportion of workers who would have preferred fewer hours of work was financial and insurance services (41%). The accommodation and food services industry, as well as having the highest proportion of people who would have preferred more hours of work, also had the lowest proportion of people who would have preferred fewer hours of work (11%).

### Work preference and occupation

Comparison of work preferences by occupation shows that labourers had the highest proportion of people who would have preferred more hours of work (27%) followed by sales workers (21%). The occupations with the lowest proportion of people who would have preferred more hours of work were professionals (6%) and managers (4%).

The occupation with the highest proportion of people who would have preferred fewer hours of work was professionals (34%) while the occupation with the lowest proportion of people who would have preferred fewer hours of work was labourers (13%).

### **Work preferences and flexible working arrangements**

The proportion of people who would have preferred more hours of work was higher among people who had not used flexible working arrangements in the last 12 months (19%) when compared with people who had used flexible working arrangements (11%). These differences, again, may in part be due to the employment status of people working full-time versus part-time. As already discussed, a higher proportion of part-time workers used no flexible working arrangements during the previous year.

### **Reasons for people to prefer more hours of work**

Financial reasons were by far the most frequently reported reason for those who wanted to work more hours. Of all people who would have preferred more hours of work, 94% chose financial reasons as one of the reasons behind this preference, and 90% of people chose this as their main reason.

The next most popular reason for preferring more hours of work was to further their career, with 12% of people choosing this as one of the reasons for their preference and 5% choosing it as their main reason. Career reasons were slightly more important among women. 13% of women chose this as one of the reasons for their preference compared to 11% of males, and 5% of women chose it as the main reason, compared to 4% of males.

### **Reasons people did not work more hours**

The main reasons that people who wanted to work more hours gave for not actually doing so were employment reasons (81%), personal reasons (12%) and family reasons (7%). A higher proportion of males chose employment reasons (85%) than females (75%) and a higher proportion of females chose family reasons (10%) than males (3%).

In this question, employment reasons included the absence of other job opportunities or vacancies, the conditions applicable to the current job and the employer reducing an employee's working hours. Personal reasons included undertaking study and the respondents own health. Family reasons included caring for children and/or an ill/disabled/elderly person, the inability to find suitable childcare, pregnancy and home duties.

### **Reasons for people to prefer fewer hours of work**

Personal reasons were the most frequently reported explanation behind a preference for fewer hours of work. Of all people who would have preferred fewer hours of work, 70% chose personal reasons as one of the reasons behind this preference, and 61% chose this as the main reason for their preference. The next most frequently reported reason for a preference for fewer hours of work was family reasons. Of all people who preferred fewer hours of work, 33% chose this as one of the reasons for their preference and 26% chose it as the main reason.

In this question, employment reasons included the fact that the current job regularly involved long hours and a desire to work less unpaid overtime. Family reasons included caring for children and/or an ill/disabled/elderly person, the inability to find suitable childcare, pregnancy and home duties.

## Reasons people did not work fewer hours

The most frequently reported reason cited for not working fewer hours among those who stated they would have preferred fewer hours was 'Can't afford reduction in pay'. Of all people who would have preferred fewer hours of work, 49% chose this as one of their reasons for not working fewer hours. The proportion of females who selected this as a reason (53%) was higher than the proportion of males (46%). The next most frequently reported reasons for not working fewer hours were 'Too much work' (32%) and 'Current employer doesn't allow it' (23%).

## Volunteering



### VOLUNTEERING

#### INTRODUCTION

##### Why the information was collected

Unpaid voluntary work is of growing importance to the community. Questions regarding volunteering were included in this survey in an effort to both understand volunteering in Queensland and support further analysis of its relationship to flexible working arrangements. The ABS defines unpaid voluntary work as the 'provision of unpaid help willingly undertaken in the form of time, service or skills, to an organisation or group, excluding work done overseas'.

##### What information was collected?

The survey gathered data on whether people had volunteered in the 12 months prior to October 2010. Questions about types of volunteering activities, how often people volunteered and whether their participation in unpaid voluntary work had increased, decreased or stayed the same over the 12 months were also asked.

##### Who was asked?

All survey respondents were asked the unpaid voluntary work questions.

##### Where to find the information

The key findings for all variables are contained within this publication.

The underlying data, percentages and RSEs for the information presented in this publication can be found in the accompanying data cubes.

##### Other ABS data on Voluntary Work

The overall volunteering rate recorded in this survey (21%) is lower than was estimated in the 2006 General Social Survey (GSS) (see ABS publication [Voluntary Work, Australia, 2006](#) cat. no.



4441.0) where an estimated 38% of people in Queensland participated in some type of volunteering activity. By further comparison the 2006 Census of Population and Housing recorded an overall volunteering rate of 18% in Queensland.

A direct comparison of the volunteering rates between this survey and the 2006 General Social Survey and the 2006 Census of Population and Housing should be made with caution due to differences in the scope of each survey and interviewer methodology.

In the Flexible Working Arrangements in Queensland survey interviewers provided the definition of volunteering and then asked whether respondents had done any unpaid voluntary work in Australia in the 12 months prior to October 2010. The respondent was asked to answer this question for themselves as well as on behalf of every eligible adult in the household.

### Key Points of Difference:

In the 2006 General Social Survey, the same method was followed except that examples of the types of organisations for which one could volunteer were provided to respondents (by way of a prompt card) before being asked if they had participated in any unpaid voluntary work. Further, respondents were only required to answer for themselves.

By comparison, the 2006 Census of Population and Housing is a self-completed questionnaire with the definition of volunteering provided in the accompanying guide (which respondents may not necessarily have read).

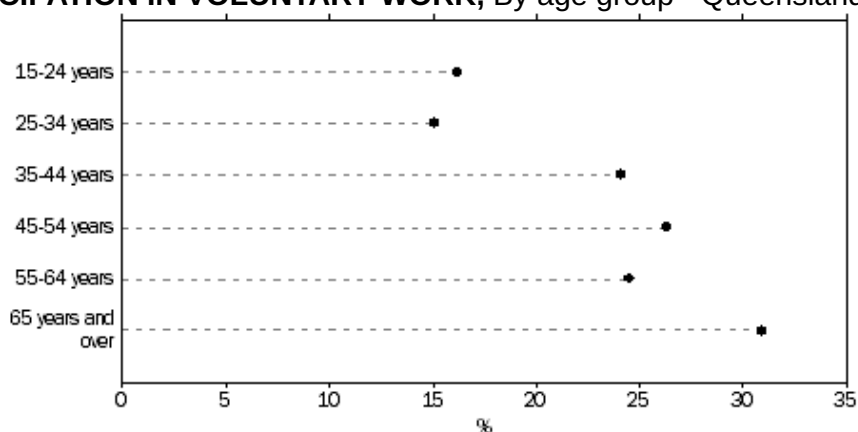
Note that unpaid voluntary work was measured in the 2010 General Social Survey, the results of which will be released on 27 September 2011 and volunteering data will also be measured in 2011 Census of Population and Housing.

## KEY FINDINGS

### Volunteering and age

Participation in unpaid voluntary work was more common in the older age groups. The highest proportion of volunteering occurred in those aged 65 years and over (31%), followed by those aged 45-54 years (26%) and those aged 55-64 years (25%). Note that the scope of the survey dictated that those in the 65 years and over age group who were permanently not intending to work were not included in the survey. Results obtained for this age group may therefore not be representative of all persons in the 65 years and over age group.

**PARTICIPATION IN VOLUNTARY WORK, By age group - Queensland - 2010**



## **Volunteering and sex**

A higher proportion of females participated in unpaid voluntary work (25%) than males (18%).

## **Volunteering and marital status**

The proportion of married people who participated in unpaid voluntary work (23%) was significantly higher than the proportion of volunteering among people who were not married (18%).

## **Volunteering and household/family type**

Higher proportions of volunteering were found among people living in lone person households (26%) or in couple families with dependent children and/or dependent students (25%). The lowest proportion of volunteering was found in people living in one parent families with non-dependent students (14%).

## **Volunteering by full-time/part-time employment type**

Where part-time or full-time employment type status could be established there was a significantly higher proportion of volunteering among part-time workers (26%) compared with full-time workers (20%).

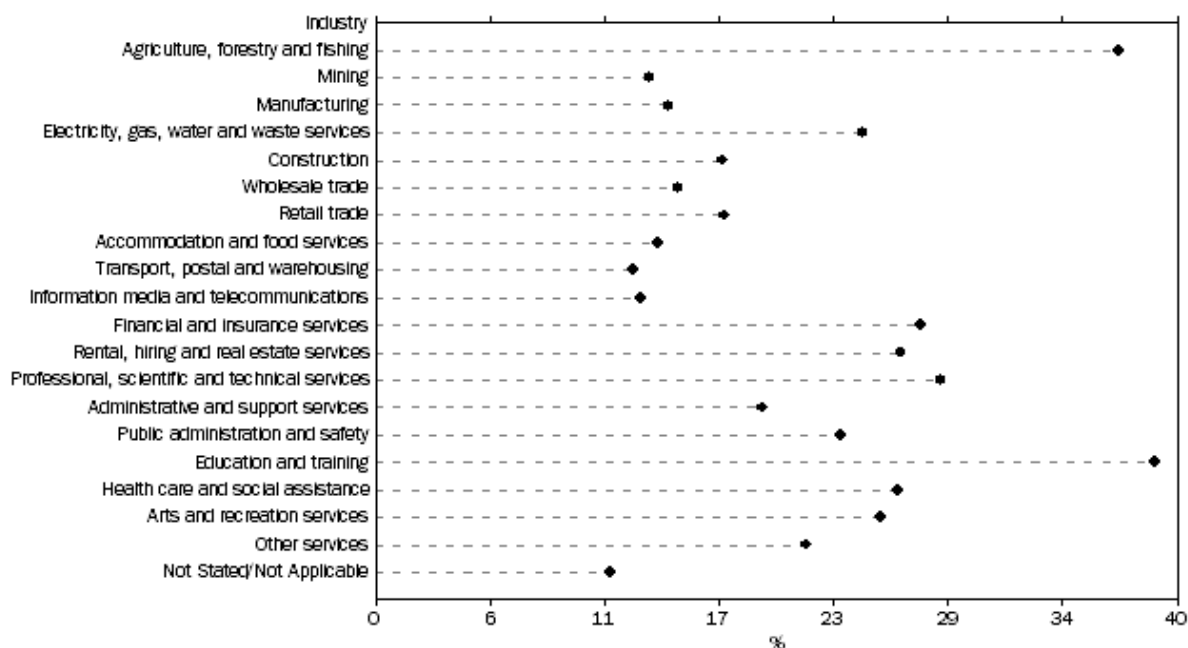
## **Volunteering and sector of employment**

Where sector of employment could be established, people in the government sector were significantly more likely to have volunteered (26%) than people in the private sector (18%). There were no significant differences in the volunteering proportions between the levels of government with 27% of commonwealth and 26% of state employees volunteering.

## **Volunteering and industry**

The three industries with the highest proportion of people having done unpaid voluntary work in the 12 months prior to October 2010 were education and training (39%), agriculture, forestry and fishing (37%) and professional, scientific and technical services (28%). The three industries with the lowest proportion of people having done unpaid voluntary work in the 12 months prior to October 2010 were mining (14%), information media and telecommunications (13%) and transport, postal and warehousing (13%).

**PARTICIPATION IN VOLUNTARY WORK, By industry - Queensland - 2010**



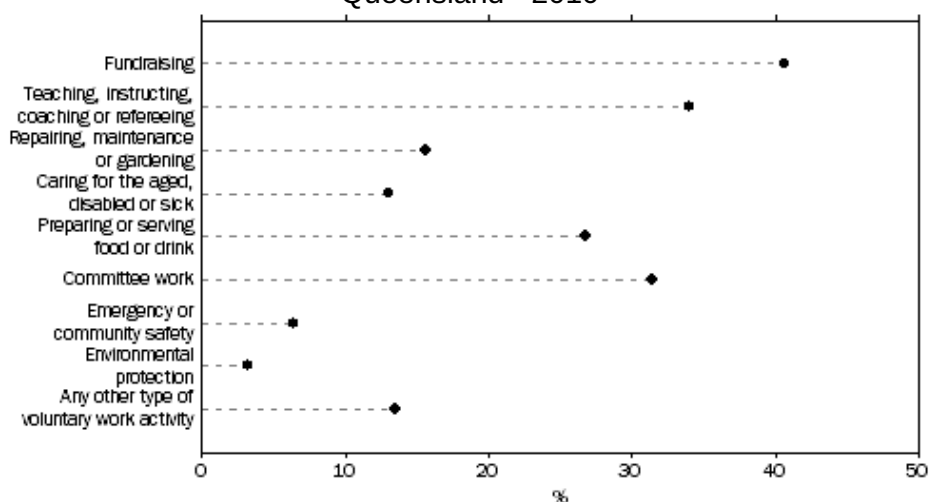
## Volunteering and occupation

The occupations with the highest proportion of people having done unpaid voluntary work in the 12 months prior to October 2010 were professionals (29%) and managers (28%). The occupations with the lowest proportion of people having participated in unpaid voluntary work in the 12 months prior to October 2010 were technicians and trade workers (15%) and machinery operators and drivers (11%).

## Types of volunteering activities

The most common unpaid voluntary activity was fundraising, with 41% of people who volunteered indicating they had participated in fundraising in the 12 months prior to October 2010. The next most popular volunteering activities were teaching, instructing, coaching or refereeing (34%) and committee work (31%).

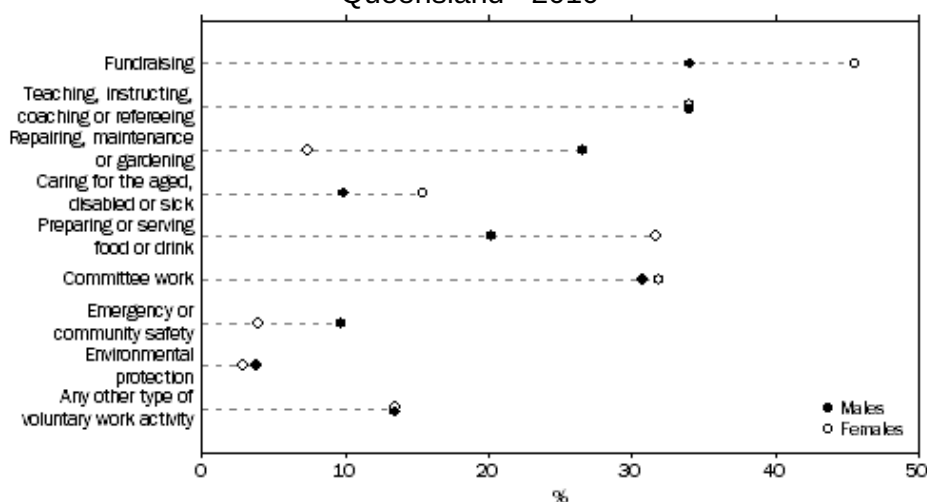
**TYPE OF VOLUNTEERING ACTIVITY DONE IN THE LAST 12 MONTHS, By persons - Queensland - 2010**



There were differences in the types of volunteering activities undertaken by males and females. Male volunteers were significantly more likely than female volunteers to participate in repairing,

maintenance or gardening and emergency or community safety. Female volunteers were significantly more likely to participate in fundraising, preparing or serving food or drink and caring for the aged, disabled or sick.

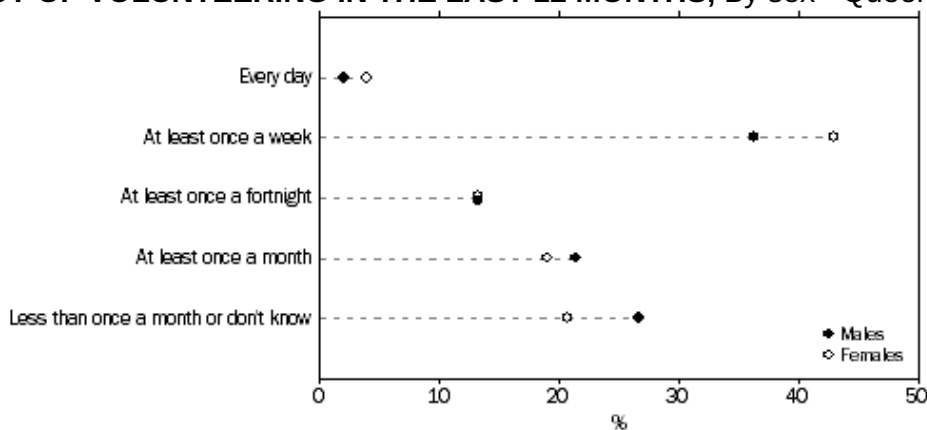
### TYPE OF THE VOLUNTEERING ACTIVITY DONE IN THE LAST 12 MONTHS, By sex - Queensland - 2010



### How often usually volunteered

An estimated 40% of volunteers usually volunteered at least once a week while 23% usually volunteered less than once a month. Only 3% of people volunteered every day. Results for males and females are quite similar; however, females reported volunteering more frequently than males. The proportions of females volunteering every day or at least once a week were higher than males, but the proportions of males volunteering at least once a month, or less than once a month were higher than females.

### FREQUENCY OF VOLUNTEERING IN THE LAST 12 MONTHS, By sex - Queensland - 2010



The type of voluntary activity that recorded the highest proportion of participation at least once a week was teaching, instructing, coaching or refereeing where 57% of the total unpaid voluntary work for this type of activity was provided at least once a week.

Similarly, the type of volunteering activity that recorded the highest proportion of participation at least once a month was environmental protection; 33% of the total unpaid voluntary work for this type of activity was provided at least monthly.

### Whether volunteering has increased, decreased, or stayed the same

The majority of volunteers indicated their level of participation in volunteering had stayed the same in the 12 months prior to October 2010 (60%). The proportion of people who had increased their participation (20%) was almost the same as the proportion who had decreased their participation (18%). Those aged 15-24 years showed the highest proportion of people who had increased their participation in volunteering (23%) and those aged 65 years and over had the highest proportion of people whose volunteering participation had stayed the same (75%).

## Volunteering and work preferences

There was no significant difference in the volunteering proportion between people who would have preferred to work fewer hours (22%), more hours (20%) or the same hours of work (19%).

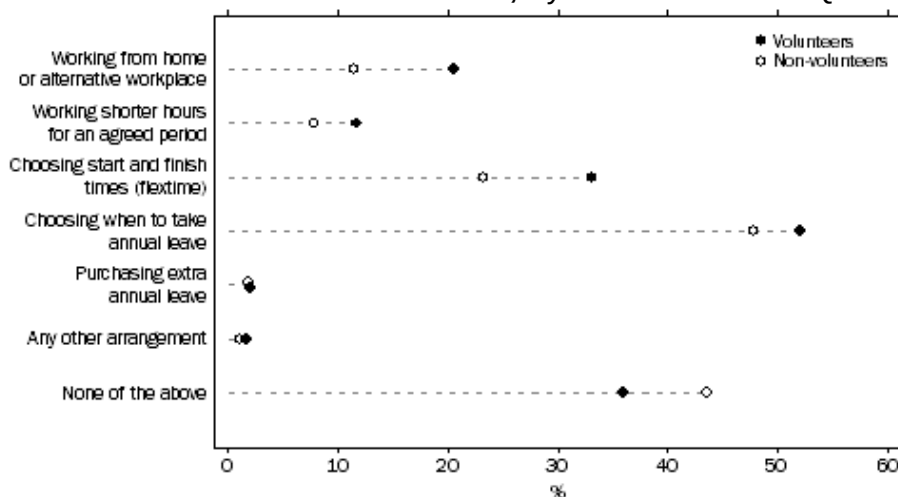
Of the people who selected unpaid voluntary or community responsibilities as one of the reasons they would have preferred to work fewer hours, 65% had participated in unpaid voluntary work in the 12 months prior to October 2010.

## Volunteering and flexible working arrangements

People who had participated in unpaid voluntary work in the 12 months prior to October 2010 used more flexible working arrangements than people who did not volunteer. An estimated 64% of volunteers and 56% of non-volunteers used some type of flexible working arrangements. Volunteers recorded higher proportions of use of all flexible working arrangements than non-volunteers.

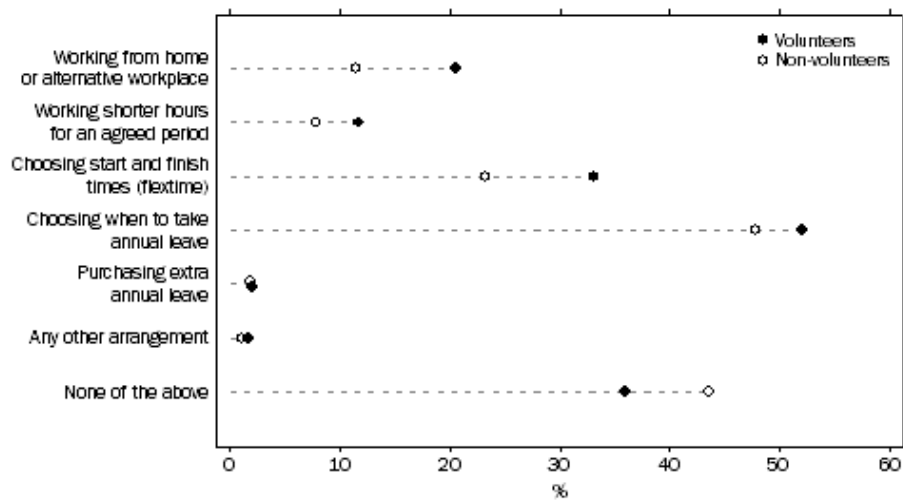
In the use of the two flexible working arrangements; working from home or alternative workplace and choosing start and finish times, there was a significant difference between volunteers and non-volunteers. In both arrangements volunteers utilised these arrangements more.

### USE OF FLEXIBLE WORKING ARRANGEMENTS, By volunteer status - Queensland - 2010



There are no significant differences in the use of flexible working arrangements between males and females who volunteer. The most commonly used flexible working arrangement was choosing when to take annual leave.

### USE OF FLEXIBLE WORKING ARRANGEMENTS, By volunteer status - Queensland - 2010



## Caring



### CARING

#### INTRODUCTION

##### Why the information was collected

Questions on caring were included in this survey to assist in further developing the evidence base and help inform policies and practices with assisting certain groups; e.g. women and the disabled and elderly, to remain connected with the workforce while fulfilling caring and other responsibilities.

##### What information was collected?

Information was collected on whether informal or unpaid care was provided in the 12 months prior to October 2010 for any children, including members of a respondents own family or household, who were aged less than 15 years old (child care).

Information was also collected about whether people provided unpaid or informal care to anyone aged 15-64 years or 65 years and over in the 12 months prior to October 2010 (adult care). If they did provide care they were then asked if the person(s) they cared for had a long term-condition or disability that limited everyday activities or if they had an injury, sickness or short-term condition.

In both cases respondents were asked how often they provided this care in the 12 months prior to October 2010.

##### Who was asked?

All survey respondents were asked the questions on caring.

## Where to find the information

Key findings about child care provided in this publication are for the aggregate 0-14 years age group. An additional breakdown of information is available in the accompanying data cubes for two age groups; those aged 0-3 years and those aged 4-14 years.

Key findings about adult care are provided in this publication for all persons aged 15 years and over. Additional information is provided in the accompanying data cubes for three groups; people aged 15-64 years old with a disability or long-term condition that limits everyday activities, people aged 15-64 years old with an injury, illness or short-term condition and people aged 65 years and over.

The underlying data, percentages and RSEs for the information presented in this publication can be found in the accompanying data cubes.

## KEY FINDINGS

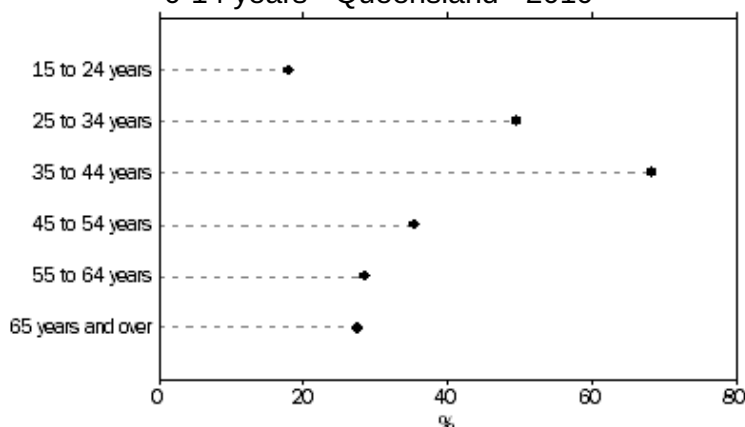
### Child care

In the 12 months prior to October 2010, an estimated 40% of persons in Queensland within scope provided care for at least one child aged 0-14 years.

### Child care and age

The age group with the highest proportion of people who provided care for children were aged 35-44 years (68%), followed by those aged 25-34 years (50%).

#### PROPORTION OF AGE GROUP WHO PROVIDED CARE FOR AT LEAST ONE CHILD, Aged 0-14 years - Queensland - 2010



### Child care and sex

A significantly higher proportion of females provided care for children (47%) than males (33%).

### Child care and marital status

A significantly higher proportion of married people provided care for children (51%) compared with people who were not married (23%).

## **Child care and household/family type**

People in couple families with dependent children and/or dependent students had the highest proportion providing care for children (67%), followed by people in one parent households with dependent children and/or student (64%).

## **Child care and full-time/part-time employment type**

Where part-time or full-time status could be established there was a significantly higher proportion of part-time workers who provided care for children (45%) than full-time workers (38%). People not in the labour force who were on long-term unpaid leave had the highest proportion of people who provided care for children (68%).

## **Child care and sector of employment**

Where sector of employment could be established a higher proportion of people working in the government sector provided care for children aged 0-14 years (44%) than the private sector (38%). There were no significant differences in proportion of people who provided care for children 0-14 years between the commonwealth and state government levels of government with 44% of both commonwealth and state government employees caring for children.

## **Child care and industry**

The industries with the highest proportion of people who provided care to children aged 0-14 years in the 12 months prior to October 2010 were mining (50%) and education and training (49%).

The industries with the lowest proportion of people who provided care to children were administration and support services (33%) and accommodation and food services (26%).

## **Child care and occupation**

The occupations with the highest proportion of people who provided care to children aged 0-14 years in the 12 months prior to October 2010 were professionals (45%), clerical and administrative workers (44%), machinery operators and drivers (44%) and managers (43%). The occupation groups with the lowest proportion of people who provided care to children were and labourers (35%), technicians and trade workers (35%) and sales workers (34%).

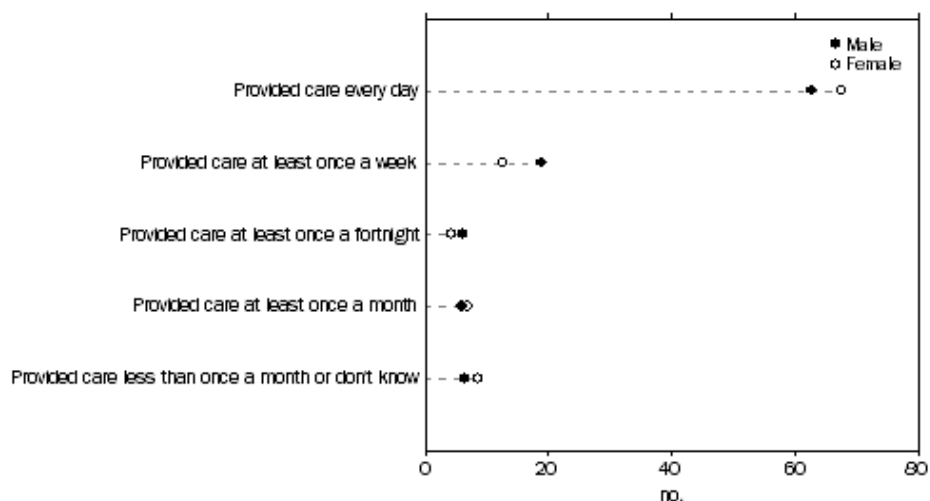
## **Frequency of Child Care**

Of the people who provided care for children aged 0-14 years in the 12 months prior to October 2010, an estimated 66% provided care on a daily basis.

There were only small differences between males and females in terms of distribution of how often each group cared for children aged 0-14 years. The only significant difference between the sexes was in the proportion that provided care at least once a week where males (19%) are significantly higher than females (13%).

**FREQUENCY OF CHILD CARE, By sex - Queensland - 2010**





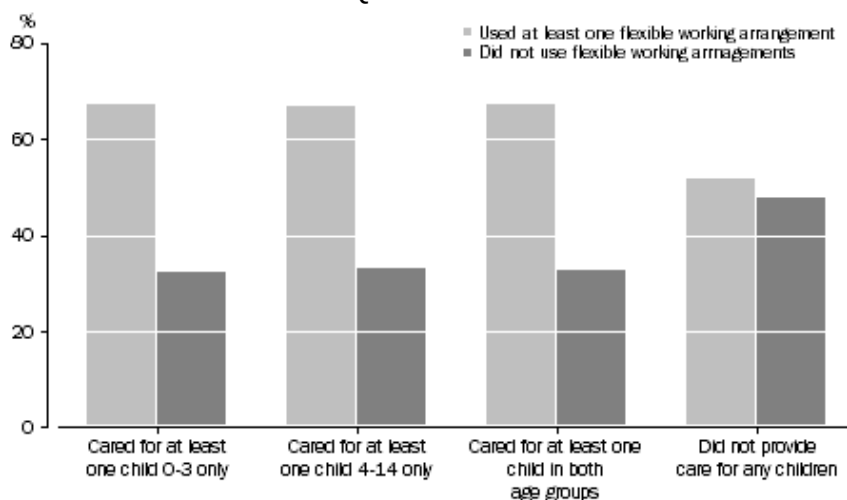
The age group 35-44 years had the highest proportion of people who provided care every day to children aged 0-14 years (84%), followed by the age group 25-34 years (79%). While the age group 65 years and over had the lowest proportion of people who provided care every day (6%), it was the age group with the highest proportion of people who provided care at least once a week (52%).

### Child care and flexible working arrangements

People who provided care for at least one child aged 0-14 years had a significantly higher use of flexible working arrangements than people who did not care for any children. Of the people who provided care for at least one child aged 0-14 years in the 12 months prior to October 2010, 67% used at least one flexible working arrangement. In comparison, 52% of people who did not provide care for any children used at least one flexible working arrangement.

It is notable that the proportion of people providing care who used flexible working arrangements varied very little between those who cared for at least one child aged 0-3 (68%), those who cared for at least one child aged 4-14 years (67%) and those who cared for children in both age groups (67%).

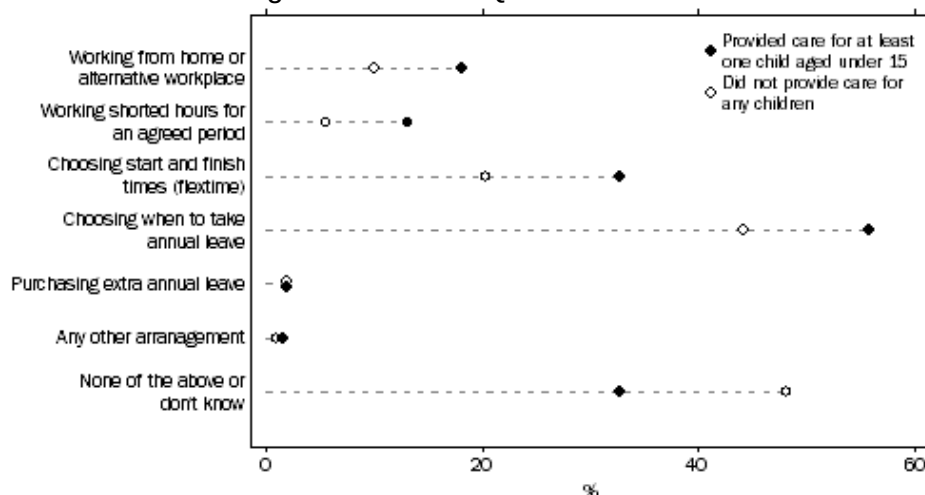
### PROPORTION OF CARERS WHO USED FLEXIBLE WORKING ARRANGEMENTS, By type of care - Queensland - 2010



The most prevalent flexible working arrangement used by people who provided care for at least one child aged 0-14 years was choosing when to take annual leave (56%). People who provided care for at least one child aged 0-14 years were also comparatively more frequent users of

flexitime.

### PROPORTION WHO CARED/DID NOT CARE FOR CHILDREN, By flexible working arrangements used - Queensland - 2010



## ADULT CARE

In the 12 months prior to October 2010, an estimated 19% of persons in Queensland within scope provided care for at least one person aged 15 years and over. An estimated 53% of the people surveyed provided care for at least one person aged 15 years and over and at least one child aged 0-14 years.

### Adult care and age

The age group with the highest proportion of people who provided adult care was the 45-54 years age group (35%), followed by the 55-64 years age group (24%).

### Adult care and sex

A significantly higher proportion of females provided adult care (23%) than males (15%).

### Adult care and marital status

A significantly higher proportion of married people provided care for adults (22%) compared with people who were not married (14%).

### Adult care and household/family type

Couple families and one parent families generally show similar rates of adult care. For example, 39% of couple families with children aged 0-14 years and dependent students cared for an adult and 40% of one parent families with children aged 0-14 years and dependent students.

### Adult care and full-time/part-time employment type

Where part-time or full-time status could be established there was no significant difference between the proportion of part-time workers who provided care for an adult aged 15 years and

over (19%) and full-time workers (18%).

People not in the labour force who were on long-term unpaid leave had the highest proportion of people who provided care for adults (22%).

### Adult care and sector of employment

Where sector of employment could be established the government sector (23%) showed a significantly higher proportion of people who provided care for adults aged 15 years and over than the private sector (16%). Significantly more commonwealth employees (36%) cared for an adult than their state (22%) and local (21%) government colleagues.

### Adult care and industry

The industries with the highest proportion of employees who provided care to adults aged 15 years and over in the 12 months prior to October 2010 were education and training (27%), public administration and safety (24%) and health care and social assistance (23%). The industries with the lowest proportion of people who provided care to adults were construction (14%), wholesale trade (15%), accommodation and food services (12%) and mining (10%).

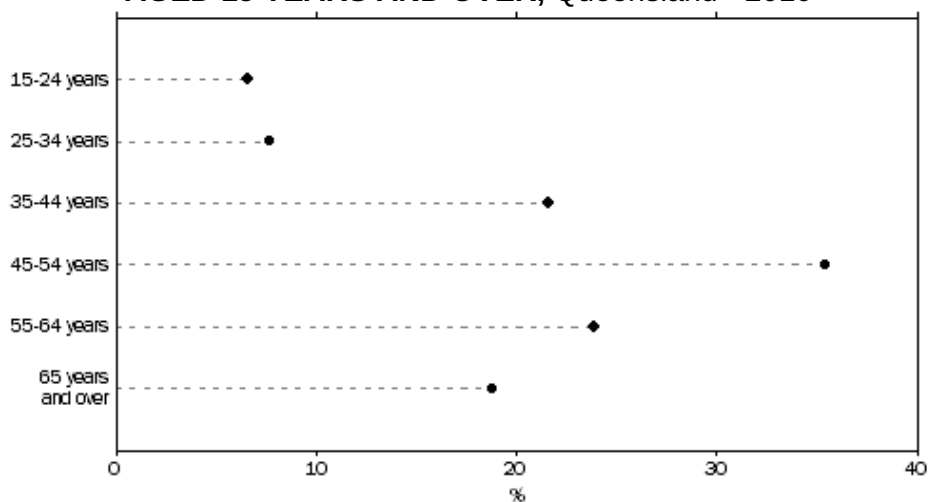
### Adult care and occupation

The occupations with the highest proportion of people who provided care to adults aged 15 years and over in the 12 months prior to October 2010 were clerical and administrative workers (22%), managers (22%) and professionals (21%). The occupation with the lowest proportion of people who provided care to adults were sales workers (14%) and technicians and trade workers (14%).

### Frequency of adult care

Of the people who provided adult care in the 12 months prior to October 2010, an estimated 53% provided care on a daily basis. A further 21% of people who provided adult care did so at least once a week. The age group 45-54 years had the highest proportion of people who provided adult care every day (62%), closely followed by the age group 35-44 years (61%).

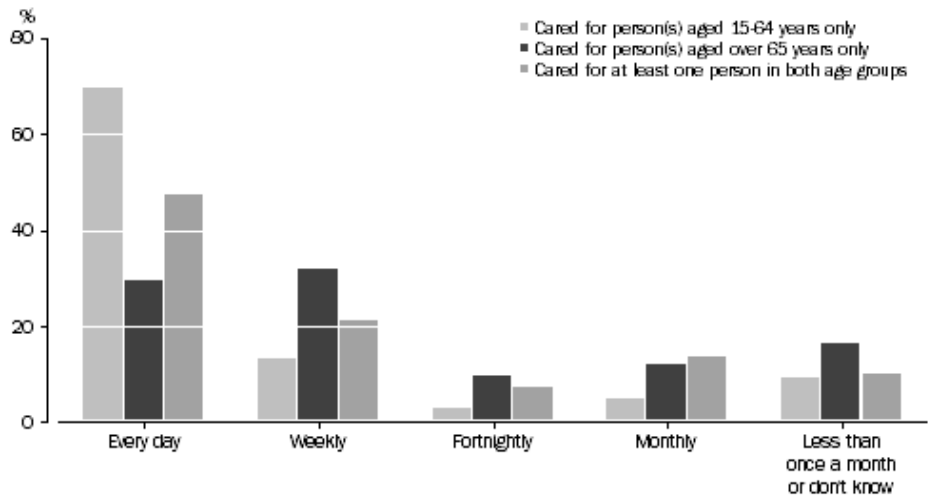
#### PROPORTION OF CARERS BY AGE GROUP WHO PROVIDED DAILY CARE TO PERSONS AGED 15 YEARS AND OVER, Queensland - 2010



Of the people who provided care for at least one person aged 15-64 years only, 70% provided

care every day. This was the highest proportion of daily care for any of the three types of adult care.

**HOW OFTEN PROVIDED CARE FOR PEOPLE AGED 15 YEARS AND OVER, By type of care**  
- Queensland - 2010

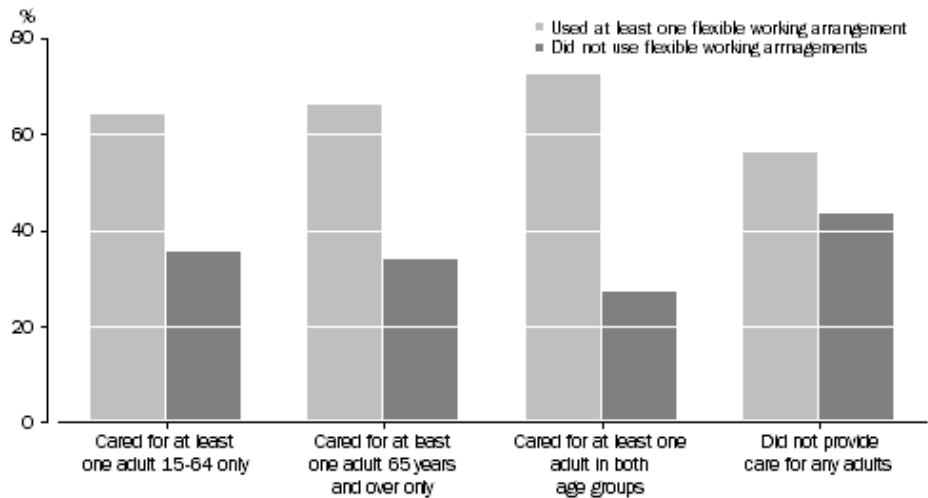


**Adult care and flexible working arrangements**

People who provided care for at least one person aged 15 years and over had a significantly higher use of at least one flexible working arrangement (66%) than people who did not provide care for any adult (56%).

The proportion of people who cared for at least one person aged 15-64 years and at least one person 65 years and over who had used at least one flexible working arrangement (74%), was significantly higher than those who did not provide any care for adults aged 15 years and over (56%).

**USE OF FLEXIBLE WORKING ARRANGEMENTS, By type of adult care - Queensland - 2010**



**About this Release**

This publication aims to provide Queensland data on labour force participation, flexible work arrangements and the extent to which flexible work options are utilised in conjunction with caring

responsibilities and volunteering, This collection was conducted in October 2010 as part of the Labour Force Survey.

# Explanatory Notes

## Explanatory Notes

### EXPLANATORY NOTES

#### EXPLANATORY NOTES

#### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Flexible Working Arrangements in Queensland Survey that was conducted in Queensland in October 2010 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). The major aim of the survey was to collect data to support analysis of how flexible working arrangements affect caring responsibilities, volunteering, and work preferences.

**2** The publication Labour Force, Australia (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing.

#### SCOPE

**3** The scope of this supplementary survey was restricted to people aged 15 years and over who were usual residents of private dwellings and excludes the following:

- members of the Australian permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from censuses and surveys;
- overseas residents in Australia;
- members of non-Australian defence forces (and their dependents);
- residents of other non-private dwellings such as hospitals, hotels and motels;
- people living in very remote areas;
- anyone permanently unable to work;
- people aged 65 years and over who never intend to return to work.

**4** Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities) and inmates of prisons are excluded from all supplementary surveys.

**5** The exclusion of people living in very remote areas will have only a minor impact on any aggregate estimates.

#### COVERAGE

**6** The estimates in this publication relate to households covered by the survey in October 2010.

In the LFS, coverage rules are applied to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See Labour Force, Australia (cat. no. 6202.0) for more details.

## **METHODOLOGY**

### ***Concepts, sources and methods***

**7** For more information about the Labour Force Survey and Labour Force Supplementary Surveys can be found in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001) which is available on the ABS web site <https://www.abs.gov.au>. Comprehensive discussion and description of the concepts and definitions underpinning Australian labour statistics and the data sources and methods used in the collection and compilation of these statistics are included.

### ***Data collection***

**8** Information was collected from any responsible adult (ARA) in the household who was asked to respond on behalf of the household on persons aged 15 years and over.

**9** Information was sought from 3612 private dwellings, of which 92.9% fully responded.

### ***Survey Vehicle***

**10** The Labour Force Survey is based on a multi-stage area sample of private dwellings (houses, flats, etc.) and a list sample of non-private dwellings (hotels, motels, etc.).

**11** This supplementary survey comprised a series of additional questions asked at the end of each Labour Force Survey interview. The interviews were conducted over a two-week period during October 2010.

**12** Most interviews were conducted by telephone, with the remainder conducted face-to-face.

### ***Estimation***

**13** The estimation process for this survey ensures that estimates calibrate exactly to independently produced population totals at broad levels. The known population totals, commonly referred to as 'benchmarks', are produced according to the scope of the survey.

## **LABOUR FORCE REGIONS**

**14** The Labour Force Statistical Regions used within this publication are based on the 2006 Australian Standard Geographical Classification system. For further information please see Statistical Region Structure in the Statistical Geography Volume 1 - Australian Standard Geographical Classification (ASGC), Jul 2006 (cat. no. 1216.0).

## **DATA COMPARABILITY**

**15** Time series comparisons between the Flexible Working Arrangements in Queensland Survey and various data resources within Australia and international statistical agencies are not recommended due to differences in sampling methodologies.

### ***Volunteering***

**16** The overall volunteering rate in this survey is in general agreement with the rate observed for Queensland in the 2006 Census of Population and Housing. The estimates for volunteering in the General Social Survey, Australia, 2006 (cat. no. 4159.0) were higher and the difference can be explained due to the different methodologies used.

## RELIABILITY OF THE ESTIMATES

**17** Estimates in this publication are subject to sampling and non-sampling errors. For further information refer to the Technical Notes.

## EFFECTS OF ROUNDING

**18** Estimates have been rounded so discrepancies may occur between sums of the component items and totals. Published percentages are calculated prior to rounding of the figures and therefore some discrepancy may occur between these percentages and those that could be calculated from the rounded figures.

## ACKNOWLEDGEMENTS

**19** ABS surveys draw extensively on information provided by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated; without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the Census and Statistics Act 1905.

## RELATED PUBLICATIONS

**20** Users may also wish to refer to the following ABS publications:

Labour Force, Australia (cat. no. 6202.0)

Working Time Arrangements, Australia (cat. no. 6342.0)

Employment Arrangements, Retirement and Superannuation, User Guide, Australia, April to July 2007 (cat. no. 6361.0.55.002)

Managing Caring Responsibilities and Paid Employment, Queensland, Oct 2002 (cat. no. 4903.3)

General Social Survey, Queensland, 2006 (cat. no. 4159.3.55.001)

Workforce Participation and Workplace Flexibility, Western Australia, October 2010 (cat. no. 6210.5)

## KEY REFERENCES

**21** Further key references on working arrangements and caring responsibilities can be found through the following web sites:

Office for Women <http://www.women.qld.gov.au>

Department of Communities (Queensland Government)

<http://www.communities.qld.gov.au/gateway/departments-of-communities>

**22** Current publications and other products released by the ABS are available from the Statistics page on the ABS web site. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

## **ABS DATA AVAILABLE ON REQUEST**

**23** As well as the statistics included in this publication, the ABS may have other relevant data available on request. Inquiries should be made to the National Information and Referral Service on 1300 135 070.

## **Glossary**

### **GLOSSARY**

#### **Adult care**

Unpaid or informal care provided for any person aged 15 years and over e.g. looking after a sick partner or elderly parent. Adult care excludes any care that is done as paid work and any care done as part of volunteer work for a club, organisation, association or study program.

#### **Child**

A person of any age who is a natural, adopted, step, or foster son or daughter of a couple or lone parent, usually resident in the same household and who does not have a child or partner of his/her own usually resident in the household.

#### **Child care**

Unpaid or informal care provided for any child aged 0-14 years including the respondent's own children and/or siblings. Any care that is done as paid work or as part of volunteer work for a club, organisation, association or study program is excluded.

#### **Committee work**

Participation in management committees and functions, which involves making decisions about the direction and operation of an organisation. Examples include: sitting on a board, being an office bearer, being a member of the management board of a community welfare organisation, treasurer for the local church, managing a service or program, and program planning.

#### **Couple**

Two people in a registered or de facto marriage, who usually live in the same household.

#### **Dependent child/ren/Dependents**

All persons aged under 15 years; and people aged 15-24 years who are full-time students, have a parent in the household and did not have a partner or child of their own in the household.

#### **Disability**

A disability or restrictive long-term health condition exists if a limitation, restriction, impairment, disease or disorder which restricts everyday activities.

#### **Educational qualifications completed**

The highest level of primary, secondary, or tertiary education which a person has completed,



irrespective of the type of institution or location where that education was undertaken. Completed means having successfully passed the required assessment(s) or examination(s) i.e. when final results are received.

### **Family**

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

### **Family member**

A person who is related to any other member of the household in which they are living.

### **Flexible working arrangements**

A range of working arrangements which give employees a degree of flexibility in managing their work day including working from home or an alternative workplace, working shorter hours for an agreed period of time, flextime, choosing when to take annual leave and purchasing extra annual leave.

### **Flexitime**

An arrangement whereby employees can alter their start or finish times, but still work the required number of hours, including time off in lieu.

### **Full-time student**

A person who is formally enrolled in a school, higher education establishment, college of technical and further education, public or private college etc. and active in a course of study on a full-time basis.

### **Fundraising**

Includes a range of activities directed predominantly towards assisting organisations to raise money for their own programs or for those of another organisation. Examples include: door-knocking, selling buttons on button day, making or selling items on a stall or in a charity shop, selling chocolates and selling raffle tickets.

### **Highest year of primary or secondary school completed**

The highest level of primary or secondary education which a person has completed, irrespective of the type of institution or location where that education was undertaken.

### **Household**

A group of residents of a dwelling who share common facilities and meals or who consider themselves to be a household. It is possible for a dwelling to contain more than one household, for example, where regular provision is made for groups to take meals separately and where persons consider their household to be separate.

### **Household/Family type**

This publication presents information for a selection of household composition categories which are based on various family and household compositions. Categories presented are:

- Couple family with no children;
- Lone person;
- Couple family with dependent children and/or dependent students which includes;
  - Couple family with children under 15 and dependent students;
  - Couple family with children under 15 and no dependent students;
  - Couple family with no children under 15 and dependent students;
- Couple family with non-dependent students;
- One parent family with dependent children and/or dependent students which includes;
  - One parent family with children under 15 and dependent students;
  - One parent family with children under 15 and no dependent students;
  - One parent family with no children under 15 and dependent students;
- One parent family with non-dependent children;
- Other family which includes;
  - Group household;
  - Other family;
  - Non-classifiable.

## **Injury**

An injury is a trauma, poisoning or other condition of rapid onset to which factors and circumstances external to the person contributed significantly (AIHW & DHFS 1998).

## **Long-term condition**

A medical condition (illness, injury or disability) which has lasted at least six months, or which the respondent expects to last for six months or more.

## **Marital status**

The marital status of couples within households. This item includes married (in a registered marriage or a de facto marriage) and not married.

## **Occupation**

From June 2009, classified according to the Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0).

## **Paid parental leave**

This leave is employer provided leave. This survey was conducted before the introduction from 1 January 2011 of the Australian National Paid Parental Leave scheme.

## **Preparing/serving food**

Includes food and drink preparation, serving meals and cleaning up. Examples are: assisting in school tuck shops, helping with meals at children's camps, community sausage sizzles and reheating and serving frozen meals provided to aged people.

## **Private sector**

All businesses not classified to the public sector.

## **Public sector**

The public sector in Australia is that part of the economy which consists of all resident enterprises through which the commonwealth, state and local governments, separately or jointly, implement their economic, social and other policies by their ability to control what activities the

enterprises undertake and/or how they are undertaken.

### **Repairing, maintenance, or gardening**

Includes a wide range of activities such as: repairing household appliances, painting, making furnishings, checking the state of repair of the dwelling, providing help with lawns, clearing up grounds, rubbish removal, cleaning out garages and gutters.

### **Relative standard error (RSE)**

The standard error expressed as a percentage of the estimate for which it was calculated. It is a measure which is independent of both the size of the sample and the unit of measurement and, as a result, can be used to compare the reliability of different estimates. The smaller an estimate's RSE, the more likely it is that the estimate is a good proxy for that which would have been obtained if the whole population has been surveyed.

### **Sector of employment**

Used to classify a respondent's employer as a public or private enterprise.

### **Standard error**

A measure of the likely difference between estimates obtained in a sample survey and estimates which would have been obtained if the whole population had been surveyed. The magnitude of the standard error associated with any survey is a function of sample design, sample size and population variability.

### **Short-term condition**

A medical condition (illness, injury or disability) which has lasted less than six months, or which the respondent expects to last for less than six months.

### **Teaching, instructing, coaching, refereeing**

Includes classroom assistance given by people other than qualified teachers, e.g. parents. Tour guides in museums and art galleries are included here, and work done by volunteers in local tourist and community information centres, training sports teams and umpiring sporting contests.

### **Type of voluntary work**

Respondents were asked to choose the type of voluntary work activity performed in the preceding 12 months. The categories are:

- Fund raising;
- Caring for the aged, disabled or sick;
- Teaching, instructing, coaching or refereeing;
- Committee work;
- Preparing or serving food;
- Repairing, maintenance or gardening;
- Emergency and community safety;
- Environmental protection;
- Any other type of voluntary work activity.

### **Unpaid assistance to a person with a disability.**

This includes the unpaid help a person gives to another person to assist them with their daily activities. It can include, but is not limited to:

- Bathing, dressing, toileting and feeding;
- Helping to move around;
- Understanding or being understood by others;
- Providing emotional support and helping maintain friendships and social activities;
- Helping with or supervising medication;
- Dressing wounds;
- Cleaning, laundry, cooking, managing diets and meal preparation;
- Housework, light household repairs or maintenance, or household finances;
- Driving or accompanying to appointments and activities.

### **Unpaid and informal child care**

This includes the time a person spends caring for a child or children without being paid. This can include people caring for their own children, whether they usually live with them or not. It can also include people looking after their own grandchildren or the children of other relatives or the children of friends or neighbours.

### **Unpaid voluntary work**

The provision of unpaid help willingly undertaken in the form of time, service or skills, to an organisation or group, excluding work done overseas.

### **Usual number of hours**

The number of hours usually worked in a week.

### **Work preferences**

Whether an employed person would prefer to work more hours, fewer hours, or the same number of hours as they currently work while taking into consideration the effect this would have on their current pay.

## **Abbreviations**

### **ABBREVIATIONS**

'000	thousand
%	percentage
ABS	Australian Bureau of Statistics
ARA	any responsible adult
cat. no.	Catalogue number
LFS	Labour Force Survey
MPS	Monthly Population Survey
Qld	Queensland
RSE	relative standard error
SE	standard error

## **Quality Declaration - Summary**

## **QUALITY DECLARATION - SUMMARY**

### **INSTITUTIONAL ENVIRONMENT**

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

### **RELEVANCE**

In October the ABS conducted a Queensland (QLD) state specific survey as part of the Monthly Population Survey (MPS) program. Flexible Working Arrangements in Queensland was the October 2010 State Supplementary Survey topic for Queensland.

The publication provides information to allow analysis of how employed people used their flexible working arrangements to manage their caring and volunteering responsibilities. Information was collected about flexible working arrangements, work preferences, volunteering and caring in relationship to a range of demographic information. More detailed information, to allow more in-depth exploration of the survey data, is available in the associated data cubes that were released at the same time as this publication.

The scope of this survey was restricted to people aged 15 years and over who were usual residents of private dwellings. This supplementary survey comprised a series of additional questions asked at the end of each Labour Force Survey interview. The interviews were conducted over a two week period during October 2010. Most interviews were conducted by telephone, with the remainder conducted face-to-face.

### **TIMELINESS**

The Flexible Working Arrangements in Queensland survey was conducted as a supplement to the monthly Labour Force Survey throughout Queensland during the two weeks commencing 10 October 2010.

Information collected in this survey reflects activity in the 12 months prior to October 2010.

### **ACCURACY**

Information for the Flexible Working Arrangements in Queensland survey was sought from 3612 households in private dwellings. Of these households, 92.9% fully responded to the survey.

Two types of error can occur in estimates that are based on a sample survey: non-sampling error and sampling error. Relative standard errors (RSEs) are a measure of sampling error and every data cell has an RSE associated with it. Where there are high RSEs associated with data cells, they will be indicated by comments in the data cubes. For further information please refer to the Glossary, Explanatory Notes, or Technical Note.

### **COHERENCE**

The Flexible Working Arrangements in Queensland survey is not part of the ongoing ABS Monthly Population Survey program. Extreme caution must be used when comparing the results of this October 2010 survey with other related publications as different methodologies have been used. The data collected for this survey was for the 12 months prior to October 2010.

The ABS has been conducting surveys related to the topic of Flexible Working Arrangements on an irregular basis. Previous ABS surveys related to Flexible Working Arrangements used a variety of sampling methods, estimation methods, concepts, data item definitions and classifications.

The overall volunteering rate in this survey varies from the rates observed for Queensland in the 2006 Census of Population and Housing and the estimates for volunteering in the General Social Survey, Australia, 2006 (cat. no. 4159.0), where different methodologies were used. For further information about the methodological differences please refer to the introduction given in the Volunteering chapter of the Flexible Working Arrangements in Queensland, October 2010 publication.

## **INTERPRETABILITY**

Information on terminology and other technical aspects associated with statistics from this 2010 State Supplementary Survey are available. These can be found in the web based publication Flexible Working Arrangements in Queensland (cat. no. 6342.0.80.002), which contains a detailed Glossary, Explanatory Notes and Technical Note.

## **ACCESSIBILITY**

Data from this State Supplementary Survey, Flexible Working Arrangements in Queensland, October 2010 are available in a variety of formats. The formats available free of charge on the ABS website are:

- main features, which include commentary, graphs and a table
- data cubes which present a variety of data items across Flexible Working Arrangements, Work Preferences, Child Caring, Adult Caring and Volunteering.

If the information you require is not available as a standard product, inquiries can be made by contacting the National Information and Referral Service on 1300 135 070 or Terri Hendry in Brisbane on (07) 3222 6069.

# **Data Quality (Technical Note)**

## **TECHNICAL NOTE DATA QUALITY**

### **RELIABILITY OF THE ESTIMATES**

#### **NON-SAMPLING ERRORS**

**1** Errors other than those due to sampling may occur in any type of collection and are referred to as non-sampling error. For this survey, non-sampling error can be introduced through inadequacies in the questionnaire, non-response, inaccurate reporting by respondents, errors in the application of survey procedures, incorrect recording of answers and errors in data entry and processing. The extent to which non-sampling error affects the results of the survey is not precisely quantifiable. Every effort was made to minimise non-sampling error by careful design and testing of the questionnaire, efficient operating procedures and systems and the use of appropriate methodology.

#### **SAMPLING ERRORS**

**2** Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from the population parameter that would have been obtained if all occupants of all dwellings had been enumerated in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance from the population parameter because only a sample of dwellings (or occupants) was enumerated. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been enumerated, and about 19 chances in 20 (95%) that the difference will be less than two SEs.

**3** Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate:

$$RSE\% = \frac{SE}{estimate} \times 100$$

**4** RSEs for estimates from 2010 Flexible Working Arrangements in Queensland survey are published for each individual data cell. The Jackknife method of variance estimation has been used to produce RSE estimates for this publication. This variance estimation method involves the calculation of 30 'replicate' estimates based on sub-samples of the original sample. The variability of estimates obtained from these sub-samples is used to estimate the sample variability for the main estimate.

**5** In the data cubes in this publication RSEs are published for each individual data cell. Only estimates (numbers and proportions) with RSEs less than 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included and annotated to indicate they are subject to high uncertainty and should be used with caution.

## ESTIMATION PROCEDURE

**6** The estimates in this publication were obtained using a post-stratification procedure. This procedure ensured that the survey estimates conformed to an independently estimated distribution of the population, by state, part of state, age and sex, rather than the observed distribution among respondents.

## PROPORTIONS AND PERCENTAGES

**7** Proportions formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE(\frac{x}{y}) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

## DIFFERENCES

**8** Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the statistical association (correlation) between the estimates. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

**9** While this formula will only be exact for differences between separate and uncorrelated

characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

## SIGNIFICANCE TESTING

**10** A statistical significance test can be performed to indicate whether the survey provides sufficient evidence that a difference between two survey estimates reflects an actual difference in the population. The following measure, called a "test statistic", can be used to test the statistical significance of a difference between two survey estimates. (The standard error of the difference between two corresponding estimates (x and y) can be calculated using the formula in paragraph 10.)

$$\frac{|x-y|}{SE(x-y)}$$

**11** If the value of this test statistic is greater than 1.96, then we may say there is strong evidence the difference between the survey estimates reflects a difference in the population.